

BEFORE A HEARING OFFICER BY OF THE SUPREME COURT OF ARIZONA

IN THE MATTER OF A MEMBER OF THE STATE BAR OF ARIZONA,

Nos. 02-1526, 02-1954, 03-0103 03-1015

JOHN R. ROBERTS, JR., Bar No. 019966

HEARING OFFICER'S REPORT

RESPONDENT.

## PROCEDURAL HISTORY

Probable Cause Orders were filed on September 17, 2003 and November 21, 2003. A five count Complaint was filed on November 26, 2003. Respondent filed an Answer on December 29, 2003. The parties filed a Tender of Admissions and Agreement for Discipline by Consent (Agreement) and a Joint Memorandum in Support of Agreement for Discipline by Consent (Joint Memorandum) on March 22, 2004. No hearing has been held. It is unknown if the Complainants have been notified of this Agreement.

## FINDINGS OF FACT and CONCLUSIONS OF LAW

1. Respondent was admitted to practice in Missouri in 1995 and in Arizona on October 25, 1999. On April 25, 2003, the Arizona Supreme Court summarily

suspended Respondent for failure to pay State Bar dues, and Respondent remains a suspended member of the State Bar.

## **COUNT ONE (02-1526)**

- 2. Respondent conditionally admits that on or about March 5, 2002, client John Vardian retained Respondent to represent him in a dissolution proceeding. Mr. Vardian paid Respondent \$4,000 on March 7, 2002, and \$2,000 on June 14, 2002, for a total of \$6,000 for the representation.
- 3. In June 2002, Respondent's father became ill necessitating Respondent's return to Missouri. A hearing on temporary orders was scheduled during the time Respondent was absent. Respondent contacted the court and had the hearing reset to 9:30 a.m., June 17, 2002. Respondent was with his father and Respondent failed to attend for a teleconference hearing on June 17, 2002. Thereafter Respondent did not return Mr. Vardian's phone calls. Mr. Vardian terminated Respondent on or about July 12, 2002.
- 4. Respondent returned the client file. On or about September 11, 2002, Respondent refunded \$2,000 to Mr. Vardian. However, Respondent failed to return remaining unearned fees to Mr. Vardian. Respondent claims that he performed at least \$3,100 of services for Mr. Vardian, leaving as much as \$900 of unearned fees that were not refunded to Mr. Vardian. Respondent agrees to submit the issue of the amount of fees owed to Mr. Vardian to fee arbitration.

Conduct and/or the Supreme Court Rules because he failed to diligently represent his client, failed to keep his client informed regarding the status of his case, failed to appear for a scheduled hearing, and failed to return unearned fees to his client.

COUNT TWO (02-1954)

5. Respondent's conduct in Count One violates the Rules of Professional

- 6. Dr. Dennis Kirsten, a third-party medical provider, referred to Respondent a patient, Nicole Beardt, who was injured in an auto accident. Dr. Kirsten's fee for medical services provided to Ms. Beardt was \$2,500. Dr. Kirsten submitted a lien form to Respondent, but Respondent failed to sign it.
- 7. On or about August 5, 2002, Respondent negotiated a settlement in the amount of \$7,500.00 on behalf of Ms. Beardt, received the settlement funds, deposited the funds in his trust account, and disbursed \$3,500.00 to Ms. Beardt without paying Dr. Kirsten any of the \$2,500.00 fee for medical services that he provided to Ms. Beardt.
- 8. One week after the settlement, Dr. Kirsten contacted Respondent by phone regarding payment for the medical services that he rendered Ms. Beardt. Respondent informed Dr. Kirsten of the settlement. Respondent told Dr. Kirsten that he would send him a check, but Dr. Kirsten never received payment from Respondent. Respondent sent Dr. Kirsten a check, but apparently it was sent to the wrong address and did not reach Dr. Kirsten.

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9. Later, Respondent agreed to meet Dr. Kirsten and hand-deliver the check, but when Dr. Kirsten called to confirm the appointment, Respondent never returned the call. Respondent never paid Dr. Kirsten any of the \$2,500.

10. Respondent's conduct in Count Two violates the Rules of Professional Conduct and/or the Supreme Court Rules because he failed reimburse a medical provider for services rendered from settlement funds that Respondent received on behalf of his client.

## **COUNT THREE (03-0103)**

11. On or about January 17, 2003, the State Bar received a non-sufficient funds notice on Respondent's Bank of America Arizona Bar Foundation client trust account. The notice indicated that on December 12, 2002, check #1140 in the amount of \$24.67 attempted to pay against the account, and on December 26, 2002, check #1141 for \$133.52 attempted to pay against the account. Both items were returned due to insufficient funds. At the time each check attempted to pay, the balance on the account was negative \$707.74. See Exhibit A at p. 3, Report of Staff Examiner.

12. On or about February 25, 2003, the State Bar staff examiner received a second non-sufficient funds notice on Respondent's trust account. This notice indicated that check #1141 for \$133.52, check #1143 for \$57.64, check #1145 for \$11.69, check #1146 for 322.10, and check #1147 for \$19.36 attempted to pay

against the account on December 31, 2002, January 8, 2003, January 10, 2003, and January 14, 2003, respectively, while the account still had a negative balance. All items were returned and the bank subsequently closed the account on January 29, 2003. See Exhibit A at p. 3.

- 13. On information and belief, Respondent deposited Mr. Vardian's first check [see Count One, supra at ¶ 2] for \$4,000 on March 7, 2002, and the second check for \$2,000 on June 14, 2002. On or about July 12, 2002 Respondent should have had approximately \$2,900.00 of Mr. Vardian's money in the trust account; but, according to the bank records, the account contained only \$62.10 on that day. See Exhibit A at p. 4.
- 14. On information and belief, on or about August 5, 2002, Respondent deposited the \$7,500.00 settlement check for Nicole Beardt, [see Count Two, supra at ¶ 6-10] into the trust account. On or about August 6, 2002, Nicole Beardt received \$3,500.00 for her portion of the settlement. On September 3, 2002, the balance of the trust account fell below the \$2,500.00 that was still owed to Dr. Kirsten and the \$900.00 in unearned fees that Respondent still owed Mr. Vardian [see Count One, supra at ¶ 4]. See Exhibit A at p. 5.
- 15. On September 11, 2002, Respondent sent a \$2,000 refund check to Mr. Vardian [Count One, supra at ¶ 4]. Because the trust account contained less than

the amount Respondent owed Mr. Vardian and Dr. Kirsten, the \$2,000 refund check to Mr. Vardian contained funds that were owed to Dr. Kirsten.

- 16. The trust account bank records reflect disbursements in the amount of \$2,359.51 to various retail establishments that are unaccounted for as payments to clients or court costs related to representation. See Exhibit A at p. 5.
- 17. Respondent's conduct in Count Three violates the Rules of Professional Conduct and/or the Supreme Court Rules because he:
- a) failed to safeguard funds in his client trust account by allowing the amount in the account to fall below the total amount of funds in which his clients or third parties retained an interest. The trust account records show deficiencies in individual client accounts from July 19, 2002, through January 29, 2003, the day the account was closed. Dr. Kirsten had negative balances in the trust account due to disbursements that were made from the trust account for Mr. Vardian who did not have offsetting funds in the trust account. Therefore, funds on deposit in the trust account were converted to cover obligations of others with claims on funds the account;
- b) failed to maintain and retain complete and appropriate records for his trust account for a period of five years;
- c) failed to respond in writing to the charging letter from the State Bar.
   Additionally, Respondent admitted in his letter dated April 30, 2003 that he lost

Complainant John Vardian's [see Count One, *supra* at ¶ 2-5] trust account records when he moved his computer, and that he threw out his handwritten notes after inputting them into the computer;

- d) failed to exercise due professional care of client property by converting client funds for his personal or other use (e.g., payments made to clients with funds belonging to other clients);
- e) failed to disburse funds from his client trust account on prenumbered checks, see Exhibit A at p. 6, and;
- f) failed to maintain proper internal controls within his office to adequately safeguard funds on deposit in the trust account.

## **COUNT FOUR (03-1015)**

- 18. Gary W. Pederson and Curtis Walker, officers or members of Ocotillo Investments, LLC, ("Ocotillo") retained Respondent to assist them with recovery of \$33,750 on a promissory note. Respondent attempted to resolve the dispute through negotiations.
- 19. On October 12, 2001, Respondent filed a Complaint encaptioned Ocotillo Investments Southwest, LLC. v. Creative Auto Wash, Inc., Douglas M. Grubenhoff, et al., No. CV2001-017819, Maricopa County Superior Court, on behalf of Ocotillo with the understanding that after the suit was filed, that Ocotillo would secure the assistance of new counsel.

 20. Respondent was paid a \$1,500 fee for preparation of the Complaint against the representation of Ocotillo.

- 21. On information and belief, after filing a Complaint for Ocotillo on the promissory note, Respondent intended to withdraw, and obtained verbal agreement of another attorney, Donald Heck, to assume responsibility for the case. Mr. Heck originally referred the Ocotillo matter to Respondent. However, Mr. Heck failed to file the notice of substitution of counsel. The case file and copies of discovery requests were forwarded to Mr. Heck by Respondent and counsel for the defendant in the Ocotillo Investments case.
- 22. While Respondent remained counsel of record on the case, he failed to file or cause to be filed preliminary disclosure statements, failed to respond or cause responses to be made to opposing counsel's interrogatories, failed to respond or cause responses to be made to opposing counsel's request for admissions, failed to respond or cause response to be made to defendant's request for a summary judgment, and failed to communicate with his clients, opposing counsel, or with the arbitrator.
- 23. As a consequence of Respondent's conduct, on or about February 28, 2002, the arbitrator filed an award dismissing the Ocotillo Complaint and sanctioning Mr. Pederson and Mr. Walker in the form of an award of \$7,370.00 in attorney fees plus \$96.00 in costs.

24. Although he was requested by his clients to do so, Respondent has not refunded any of the fee that was paid to him. Follow-on attorney Donald Heck has agreed to reimburse defendant Douglas M. Grubenhoff for the \$7,370.00 in attorney fees plus \$96.00 in costs awarded against Messrs. Pederson and Walker.1

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## **COUNT FIVE (03-1015)**

25. The State Bar dismisses Count Five of the Complaint alleging that Respondent failed to cooperate with the State Bar's investigation.

#### CONDITIONAL ADMISSIONS

Respondent, in exchange for the stated form of discipline, conditionally admits that the conduct as described in Counts One, Two, Three, and Four violates Rule 42, Ariz. R. S. Ct., specifically, ER 1.2, 1.3, 1.15(a) and (b), 1.16(d), 8.4 (d), and Rules 43(d), and 44(b)(4), Ariz. R. S. Ct.

#### DISMISSED ALLEGATIONS

Regarding Counts One and Four, the State Bar conditionally admits that it may not be able to prove by clear and convincing evidence that Respondent failed to keep his clients reasonably informed regarding the status of their cases.

Regarding the allegations in Count Three, if this matter went to hearing the State Bar would argue that Respondent knowingly converted client funds for his

Donald Heck was disciplined (probation and LOMAP) as a consequence of his involvement in the Ocotillo Investments matter. File No. 03-1628. No order of restitution issued against Mr. Heck in that matter.

own use and that the presumptive sanction should be disbarment. Respondent would argue that he did not intend to injure his clients and Dr. Kirsten, but that as a consequence of his personal or emotional problems he failed to identify more appropriate means of satisfying his immediate personal needs. In exchange for Respondent's agreement to settle these matters the State Bar conditionally agrees that Respondent did not knowingly convert client funds to his own use, but knew or should have known that he is dealing improperly with client property and caused injury to a client.

In Count Five of the Complaint, the State Bar alleged that Respondent failed to cooperate with the State Bar's investigation of Respondent's conduct. Although Respondent failed to respond to the State Bar's written requests for information for the matters set forth as Counts One, Two, and Three of the Complaint, Respondent did respond to the State Bar's written request for information regarding Count Four, and has cooperated fully and completely with regard to the other counts since the date of issuance of the probable cause orders for those matters. Because Respondent eventually cooperated with the disciplinary proceedings and has accepted full responsibility for his conduct, the State Bar conditionally agrees to dismiss Count Five of the Complaint in exchange for Respondent's agreement to settle these matters.

## ABA STANDARDS

In determining the appropriate sanction in a disciplinary matter, the analysis should be guided by the principle that the ultimate purpose of discipline is not to punish the lawyer, but to set a standard by which other lawyers may be deterred from such conduct while protecting the interests of the public and the profession. *In re Kersting*, 151 Ariz. 171, 726 P. 2d 587 (1986).

ABA Standard 3.0 provides that four criteria should be considered: (1) the duty violated; (2) the lawyer's mental state and (3) the actual or potential injury caused by the lawyer's misconduct; and (4) the existence of aggravating or mitigating factors.

Given the conduct in this matter it is appropriate to consider *Standards* 4.1, 4.4, and 6.2. Suspension is generally appropriate when a lawyer knows or should know that he is dealing improperly with client property and causes injury or potential injury to a client. *Standard* 4.12. Suspension is generally appropriate when a lawyer knowingly fails to perform services for a client and causes injury or potential injury to a client. *Standard* 4.42(a). Suspension is also appropriate when a lawyer knowingly violates a court order or rule, and there is injury or potential injury to a client or a party, or interference or potential interference with a legal proceeding. *Standard* 6.22.

As the Standards do not account for multiple charges of misconduct, the

ultimate sanction imposed should at least be consistent with the sanction for the most serious instance of misconduct among a number of violations. *Standards*, Theoretical Framework at pg. 6; *Matter of Redeker*, 177 Ariz. 305, 868 P.2d. 318 (1994).

Respondent's abuse of his trust account by using client and third-party funds to his own use and to cover obligations owed to other clients determines the appropriate sanction in this case. See Tender at ¶¶ 15,16. As explained below, Respondent's personal and emotional problems caused him to neglect his practice. See Exhibit A Joint Memo, Respondent's Submittal in Support of Mitigation. Respondent eventually ran out of money and used unearned client funds and funds subject to claims of a third party medical service provider for living expenses. Respondent eventually became homeless and returned to his family home in Columbia, Missouri, in May 2003. Respondent is currently unemployed and indigent.

Based on the foregoing, the presumptive sanction for the admitted conduct is suspension. After determining the presumptive sanction, it is appropriate to evaluate factors enumerated in the *Standards* that justify an increase or decrease in the presumptive sanction.

## AGGRAVATING AND MITIGATING FACTORS

This Hearing Officer then considered aggravating and mitigating factors in this case, pursuant to *Standards* 9.22 and 9.32, respectively. The parties agree that two factors are present in aggravation:

- 1. (b) dishonest or selfish motive A selfish or dishonest motive is inherent to conversion of trust account funds. Respondent admits that he was wrong to use client and third-party monies for living expenses. He claims that he did not intend to injure his clients and Dr. Kirsten, but that as a consequence of his personal or emotional problems he failed to identify more appropriate means of satisfying his immediate personal needs; and,
- 2. (d) multiple offenses In this disciplinary proceeding, Respondent neglected two client matters and converted \$2,359.51 of client or third-party funds to his own use through multiple charges from his client trust account.

The parties agree that there are three factors present in mitigation:

- 1. (a) absence of a prior disciplinary record;
- 2. (c) personal or emotional problems Respondent was admitted in Missouri in 1995 and in Arizona on October 25, 1999. Respondent started his solo practice in January 2001. Respondent began experiencing successive panic attacks shortly after he began his solo practice. Respondent admits that he suffered from emotional problems when the conduct occurred. See Exhibit A

Joint Memo.

Respondent's emotional problems were exacerbated by his divorce from his wife of eleven years in January 2001. Respondent did not want the divorce and the emotional toil of the separation was overwhelming for him. Following the divorce, Respondent shared joint custody of his son. Respondent's former wife was then diagnosed with cancer and Respondent was required to assume full responsibility for his son. The panic attacks became so severe that Respondent was unable to venture far from his home. The panic attacks hindered his ability practice law as he had in the years before he opened his solo practice.

In June 2002, Respondent's father suffered from a heart attack requiring Respondent's temporary return to Missouri. While in Missouri, Respondent missed the June 17, 2002 telephone hearing described to in Count One of the Tender. See Tender at ¶ 3. Respondent continued to suffer from panic attacks and complications from the medication that he was taking that left him feeling exhausted and oppressed by the actions of others.

Respondent denies that he was ever addicted to drugs or alcohol during the time of the conduct described in this discipline proceeding. Respondent reports, however, that his prescription medicines, Zoloft and Prozac, left him "disjointed and unable to perform in a satisfactory manner."

Respondent reports that he returned to Missouri in summer 2003, and

through the assistance of a support group of family and friends he has succeeded in freeing himself from the prescription medicines that he was taking for his panic attacks. He has experienced no panic attacks since his return to Missouri. Respondent is recovering from surgery on his knee in November 2003 and intends to begin looking for work, once he is able to walk or sit for sustained periods of time. Respondent recognizes that he will not be authorized to practice law in the State of Arizona during the term of his suspension.

Respondent says his emotional and personal problems have left him "essentially homeless and penniless" and unable to repay the unearned fees and money that he owes to his former clients and Dr. Kirsten. Respondent states that he is willing to begin repaying these obligations immediately upon securing employment; and,

3. (e) full and free disclosure to disciplinary board or cooperative attitude toward proceedings - Respondent failed to timely respond in writing to the Bar's initial screening letters for Counts One, Two, and Three of the Complaint. However, since receipt of the State Bar's screening letters for the conduct described in Count Four, Respondent fully and completely cooperated with the State Bar in this disciplinary proceeding and has fully and freely admitted the wrongfulness of his conduct.

The aggravation/mitigation analysis for this matter is dominated by the fact that Respondent acted from a selfish or dishonest motive. However, Respondent recently opened his solo law practice at the time his misconduct occurred and suffered from personal and emotional problems. Respondent accepts full responsibility for his actions. Respondent claims that he has been unable to restore unearned fees to his clients and repay Dr. Kirsten for the services he provided because he is indigent. Respondent has filed for bankruptcy. See Exhibit A. Respondent states that as soon as he is able to secure employment he will begin paying back to his former clients and Dr. Kirsten.

Upon examination of the aggravating and mitigating factors, and for the purpose of settling these matters, it appears that long-term suspension is appropriate. Respondent has demonstrated that personal and emotional problems contributed to his conduct. However, Respondent has not demonstrated that his personal and emotional problems caused him to abuse funds in his client trust account. Respondent has no history of prior discipline. In view Respondent's cooperative attitude, suspension from the practice of law for three and one-half years, with restitution, and two years of probation is an appropriate sanction in this matter.

## PROPORTIONALITY REVIEW

To have an effective system of professional sanctions, there must be

 internal consistency, and it is appropriate to examine sanctions imposed in cases that are factually similar. *In re Struthers*, 179 Ariz. 216, 226, 877 P.2d 789, 799 (1994); *In re Levine*, 174 Ariz. 146, 174-75, 847 P.2d 1093, 1121-22 (1993). To achieve proportionality, discipline must be tailored to the facts of each case. *In re Wolfram*, 174 Ariz. 49, 59, 847 P.2d 94, 104 (1993).

# Discipline Based on Conversion of Client Funds and Neglect or Abandonment

The proposed sanction in these matters is consistent with discipline of attorneys for conversion of client funds and neglect of client matters.

In Matter of Camacho, SB 96-0079-D (1997), the attorney was disbarred after he converted \$3045.75 settlement funds to his own use, intentionally misled a client about disposition of case, and agreed to settlement without client's consent. Although the lawyer repaid the settlement funds to the Medicare, all aggravating factors were found to apply, including prior disciplinary record and failure to cooperate with the State Bar by failure to answer the Complaint and requesting a continuance to secure assistance of counsel at the disciplinary proceeding. The mitigating factors were remorse, and depression.

In Matter of Hovell, SB-02-0020-D (2002), the lawyer was disbarred with six months of probation including participation in LOMAP and an order of restitution of \$77,133.53. Discipline was imposed on five counts of misconduct including: settlement of a case without the consent of client, failure to deliver

settlement proceeds to the client; failure to disburse funds due to another attorney; failure to provide clients with an accounting of costs deducted from a recovery; and, failure to reimburse an expert witness. Aggravating factors included dishonest or selfish motive, pattern of misconduct, multiple offenses, failure to cooperate, substantial experience, and indifference to restitution. Mitigating factors included no prior disciplinary history and emotional problems.

In Matter of Turnage, SB-01-0120-D (2001), the lawyer was suspended from the practice of law for four years and ordered to pay restitution in the amount of \$350.00. The discipline was imposed on eight counts including failure to provide diligent representation in five cases, failure to respond to inquiries of the State Bar in one case, failure to communicate with the client in another case, and failure to comply with an order of court resulting in dismissal of another case and three violations of the trust account rules. The court found that Standards 4.12 and 6.22 applied. Aggravating factors included prior disciplinary offenses, pattern of misconduct, multiple offenses, failure to cooperate, and substantial experience in the practice of law. Mitigating factors included personal and emotional problems including alcoholism, timely and good faith effort to make restitution, and full and free disclosure and cooperative attitude after formal proceedings were filed.

In Matter of Torosian, SB-00-0100-D (2001), the lawyer was suspended

from the practice of law for four years and given two years probation for 1 2 3 5 6 7 8 9 10 11 12 13

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receiving a check for settlement of his sister's personal injury matter and failing to disburse the funds to his client and the medical provider. The lawyer used settlement funds to satisfy his gambling addiction. The hearing officer recommended disbarment. Although the Disciplinary Commission found that disbarment was appropriate, mitigating factors, including absence of prior disciplinary record, personal and emotional problems, cooperative attitude, and inexperience in the practice of law resulted in imposition of the four-year suspension. The Disciplinary Commission found that suspension was appropriate even though there was no causal connection between the lawyer's emotional problems and the misconduct.

Disbarment is not appropriate for these matters. Unlike Camacho, all of the aggravating factors do not apply to Respondent in this case. Also, Camacho intentionally misled his clients and failed to cooperate with the disciplinary process and had a disciplinary history. Respondent's case is distinguishable from Hovell because the Hovell engaged in a pattern of misconduct involving much greater amounts of converted funds, had substantial experience in the practice of law, had a disciplinary history, and refused to cooperate with the disciplinary proceedings.

Long-term suspension is appropriate for Respondent. The conduct in the

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instant case is similar to that in Torosian. The presumptive sanction in Torosian was disbarment. Although the hearing officer recommended disbarment, the Disciplinary Commission recommended that Torosian be suspended for four years on one count of conversion of client funds. Neither Torosian nor Respondent engaged in a pattern of misconduct. For the purposes of settlement, the State Bar agrees that suspension is the presumptive sanction in this case. The nature of the Respondent's misconduct is similar to Torosian's and long-term suspension of Respondent is appropriate.

The recommended disposition of this case is also consistent with Turnage. The presumptive sanction in Turnage was suspension. Turnage was suspended for four years. The Turnage matters involved numerous instances of lack of diligence coupled with three violations of trust account rules. The Disciplinary Commission found that Turnage was a disbarment case because of the conversion of client funds, but that long-term suspension was appropriate in view of the Both Turnage and Respondent were suffering from personal and mitigation. emotional problems although those problems did not rise to the level of a disability as described by Standards 9.32(i).

In view of Respondent's lack of disciplinary history and his willingness to settle this matter short of hearing, the agreed sanction of suspension from the practice of law for three and one-half (31/2) years, with reinstatement conditioned

on: 1) restitution of unearned fees to clients and a third-party medical care provider; 2) completion of the State Bar's Trust Account Ethics Enhancement Program (TAEEP); 3) participation in the State Bar's Member Assistance Program; and 4) payment of the costs, followed by a two-year term of probation including LOMAP is consistent with Turnage and Torosian.

## **RECOMMENDATION**

The purpose of lawyer discipline is not to punish the lawyer, but to protect the public and deter future misconduct. *In re Fioramonti*, 176 Ariz. 182, 187, 859 P.2d 1315, 1320 (1993). It is also the objective of lawyer discipline to protect the public, the profession and the administration of justice. *In re Neville*, 147 Ariz. 106, 708 P.2d 1297 (1985). Yet another purpose is to instill public confidence in the bar's integrity. *Matter of Horwitz*, 180 Ariz. 20, 29, 881 P.2d 352, 361 (1994).

In imposing discipline, it is appropriate to consider the facts of the case, the American Bar Association's *Standards for Imposing Lawyer Sanctions* ("Standards") and the proportionality of discipline imposed in analogous cases.

Matter of Bowen, 178 Ariz. 283, 286, 872 P.2d 1235, 1238 (1994).

Upon consideration of the facts, application of the *Standards*, including aggravating and mitigation factors, and a proportionally analysis, this Hearing Officer recommends the following:

 Respondent shall be suspended from the practice of law for three and one-half (3½) years.

- 2. As a condition of reinstatement, Respondent shall:
- a. demonstrate that he has made restitution of unearned fees to John Vardian, Gary W. Pederson, and Curtis Walker, and unpaid fees to Dr. Dennis W. Kirsten;
- b. demonstrate participation in the Trust Account Ethics Enhancement
   Program (TAEEP);
- c. demonstrate participation, satisfactory to the court, in the State Bar's Members Assistance Program (MAP); and,
- d. demonstrate payment of all costs that are or will be due and owing to the State Bar as a result of these proceedings as provided by Rule 65(a)(1), Ariz. R. S. Ct.
- 3. Upon reinstatement, Respondent shall serve a two-year term of probation under the terms and conditions to be determined at the time of reinstatement, including participation in the State Bar's Law Office Management Assistance Program (LOMAP).

In the event that Respondent fails to comply with any of the foregoing conditions, and the State Bar receives information, bar counsel shall file with the Hearing Officer a Notice of Non-Compliance, pursuant to Rule 60(a)5, Ariz. R.

S. Ct. The Hearing Officer shall conduct a hearing within thirty days after receipt 1 2 of said notice, to determine whether the terms of probation have been violated 3 and if an additional sanction should be imposed. In the event there is an allegation 4 that any of these terms have been violated, the burden of proof shall be on the State 5 Bar of Arizona to prove non-compliance by clear and convincing evidence. 6 7 DATED this 23rd day of april, 2004. 8 9 10 11 12 13 Original, filed with the Disciplinary Clerk 14 this 23th day of april \_\_\_\_\_, 2004. 15 Copy of the foregoing was mailed this 23th day of 10 let \_\_\_\_, 2004, to: 16 17 John R. Roberts, Jr. 18 Respondent 19 407 Longfellow Lane Colombia, MO 65203 20 21 Dana David Bar Counsel

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State Bar of Arizona

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by: Keeligand

Hearing Officer 6L